



**Professors**

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**Learning Outcomes**

Upon completion of this course students will be able to

- describe the purpose and role of reward and compensation systems.
- identify problems caused by an ineffective compensation system.
- discover how structural and strategic variables are related to compensation.
- identify a compensation strategy that best fits a given organization.
- design effective performance pay plans and benefit systems.
- use market data to calibrate a compensation structure.
- design effective processes for compensation system implementation & evaluation.

**Course Objectives**

This course will cover the following content:

This course integrates an online simulation as a major team project. The simulation provides students with an opportunity to enrich their understanding of the compensation process by applying course concepts to a simulated organization. Using the simulation, students will design a compensation system from beginning (assessing organizational strategy) to end (describing the implementation and evaluation of the system).

See the Course Schedule for weekly details regarding content and deliverables.



Course Schedule

Date		Topic	Textbook
Week of:		Tues. Sept 8 College-wide Orientation Day Wed. Sept 9 Classes begin Mon. Oct 12 Thanksgiving Day – no classes Wed. Nov 11 Remembrance Day – no classes Thur. Dec 10 Last day of regularly scheduled classes	
Sept	10	A Road Map to Effective Compensation Evaluating Individuals	Ch 1 Ch 10
	15 17	A Strategic Framework for Compensation A Behavioural Framework for Compensation <b>Team List Due</b>	Ch 2 Ch 3
	22 24	Components of Compensation Strategy Performance Pay Choices <i>Simulation Phase I – begin phase</i> <i>“Formulating the Compensation Strategy”</i> <b>Team Peer Rating Form Due</b>	Ch 4 Ch 5 Simulation
Oct	29 1	Formulating the Reward and Compensation Strategy Evaluating Jobs: The Job Evaluation Process	Ch 6 Ch 7
	6, 8	Evaluating Jobs: The Point Method of Job Evaluation	Ch 8
	13, 15	<b>Simulation Phase I Report Presentation &amp; Submission</b> Feedback & Discussion	Simulation
	20 22	Evaluating the Market <i>Simulation Phase II – begin phase</i> <i>“Aligning the Compensation System with the Market”</i>	Ch 9 Simulation
	27, 29	Designing Performance Pay Plans	Ch 11
Nov	3-5	<b>Simulation Phase II Report Presentation &amp; Submission</b> Feedback & Discussion	Simulation
	10, 12	<i>Simulation Phase III – Briefing</i> <i>“Operationalizing the Compensation System”</i>	

## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## **STUDENT CONDUCT AND ACADEMIC HONESTY**

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### **What is the Disruption of Instructional Activities?**

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

### **What is Cheating?**

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

### **What is Plagiarism?**